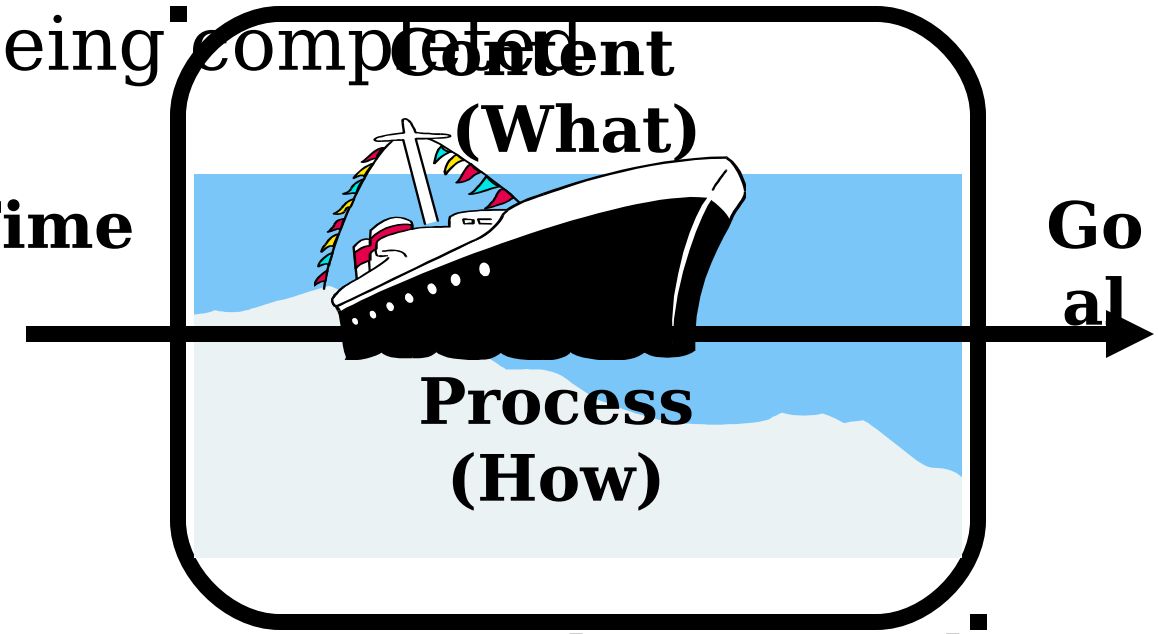
SMALL GROUP FACILITATION

PROCESS-CONTENT MODEL

– **CONTENT**: What is being said; the topic being discussed; the task being completed.



– **PROCESS**: How things are being said; how the task is being accomplished; the emotions in the team

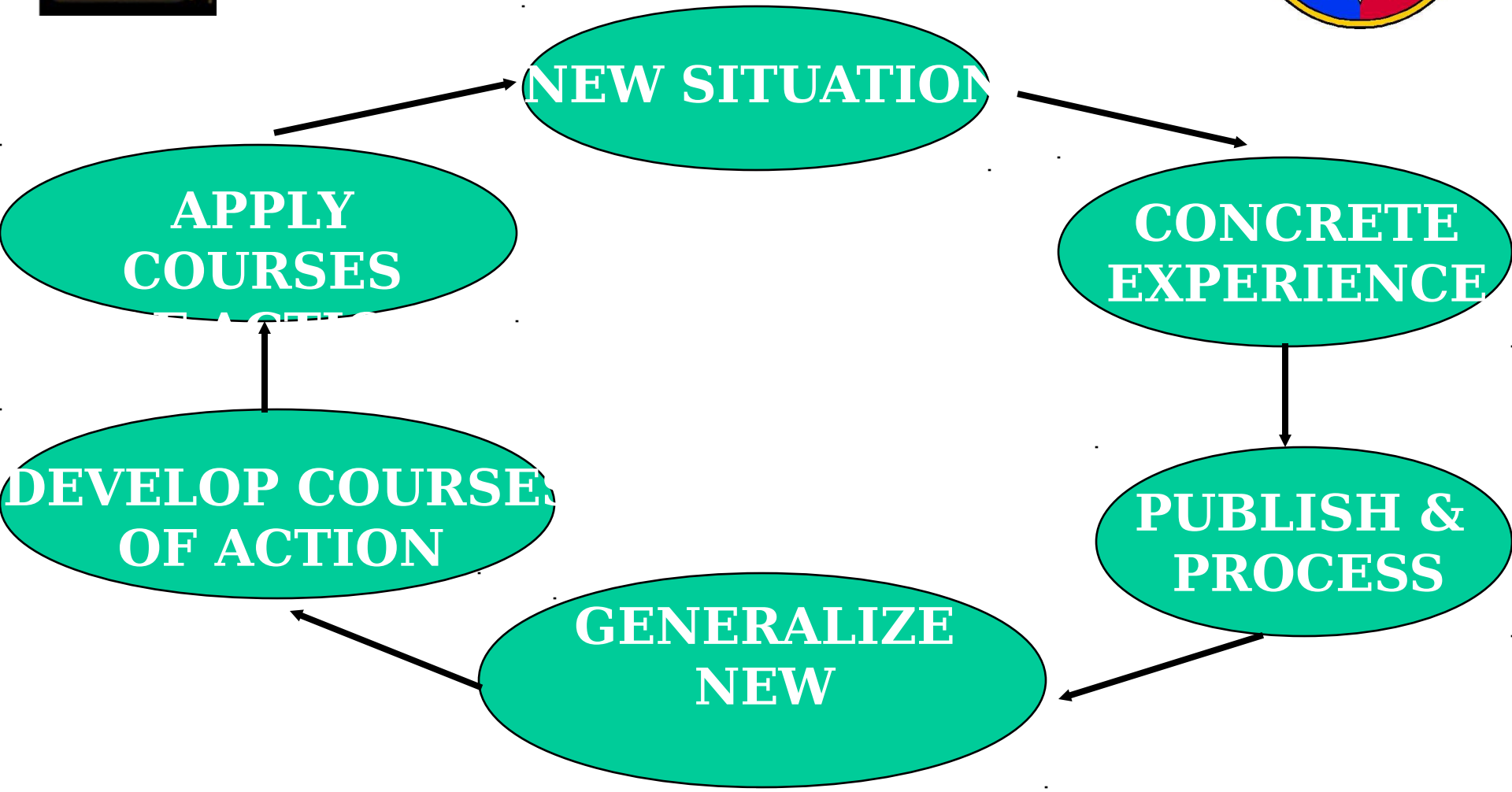
ROLES OF THE SMALL-GROUP LEADER

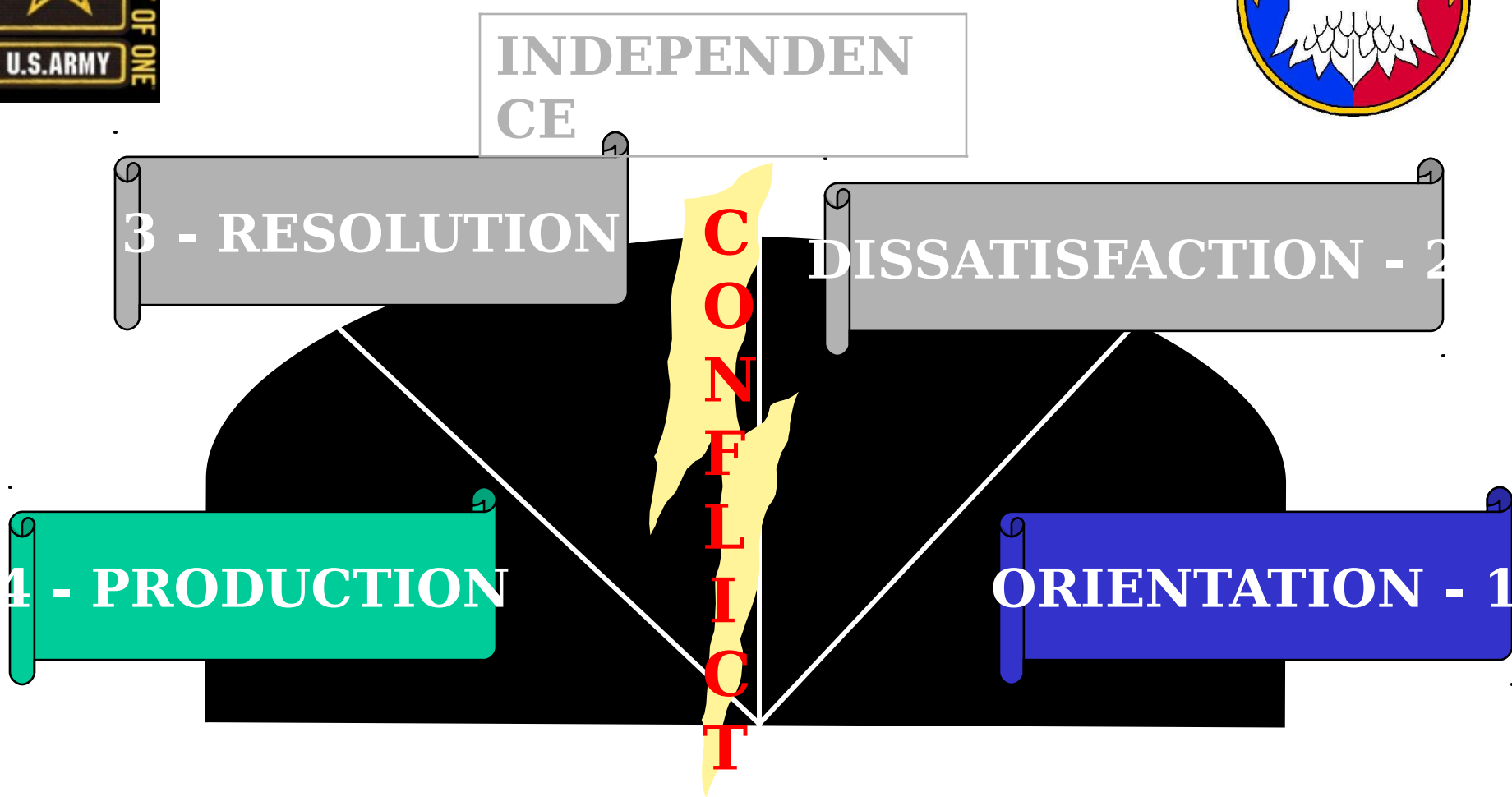
- PREPARE
- INTRODUCE
- CONDUCT ACTIVITY
- PUBLISH AND PROCESS
- GENERALIZE
- TALK ABOUT APPLICATION OF LEARNINGS
- SUBJECT MATTER EXPERT
- OBSERVER
- FACILITATOR OF GROUP PROCESS

ROLES (cont)

- THE FACILITATOR
- KEEP GROUP MOVING
- NOT PART OF THE DISCUSSION
- PROJECT ENTHUSIASM
- ADDRESS DYSFUNCTIONAL BEHAVIOR
- LISTEN
- ABSENT OF PERSONAL BIAS
- OPEN-ENDED QUESTIONS

ADULT LEARNING MODEL – SMALL GROUP LEARNING





Engaged worldwide with ready units and soldiers.

DIAGNOSING GROUP DEVELOPMENT

- NORMS
- STRUCTURE
- DECISION MAKING
- INFLUENCE
- FEEDBACK
- COMPETITION

DYSFUNCTIONAL BEHAVIOR

- THE RESCUER
- THE PROJECTOR
- THE PASSIVE AGGRESSOR
- THE APOLOGIZER
- THE FIGHTER
- THE FLIGHTER
- THE QUESTIONER

DYSFUNCTIONAL BEHAVIOR
(Cont'd)

- THE WITHDRAWER
- THE MONOPOLIZER
- THE KNOW-IT-ALL
- THE COMPLAINER
- THE DISTRACTOR
- THE POLLYANNA
- THE INTELLECTUALIZER